

## Career Development Model for MOS 97E Human Intelligence Collector

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B:  Developmental Duty Assignments (See note 1)	Interrogator		Interrogator SGT Squad Leader Small Group Leader Instr/Wtr Tng Dev/Wtr Drill Sergeant  NTC/JRTC Observer/Controller AC/RC Coordinator Language Advocate CLP Manager Recruiter	Sr Interrogator SGT Plt SGT Det SGT Professional Dev NCO Sr Small Group Leader Sr Instr/Wtr Sr Tng Dev/Wtr Sr Drill Sergeant Career Mgmt NCO  EO Advisor	Ch Interrogator SGT First Sergeant Bn S3 Opns SGT Ch Instr/Wtr ChTng Dev/Wtr Branch Ch/Asst Cmdt SF MI DET SGT Sr Operations NCO	Ch Interrogator SGM Bn/Bde CSM  Bde/Grp S3 Operations
Recommended DLPT (See note 2)	2+/2+/2	2+/3 /2+		2+/3 /3	3 /3 /3	
Block B: Institutional Training	BCT/IET	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block C: Recommended NCOES Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills Communications Skills	Prior to BNCOC Briefing Techniques Problem Solving Research Techniques Technical Writing		Prior to ANCOC Principles of Management Stress Management	Prior to SMC Human Resource Management	
Recommended Functional Courses						
Block D: Recommended CMF Related Courses/ Activities (See note 4)	Skill Level 10-20 1. Geography 2. Orienteering/Map Tracking 3. Translation/Interpretation Certification Course 4.	Skill Level 30 1. Screening Procedures 2. CFSO 3. U.S. Army Doctrine 4. British Interrogation Course. 5. Intermediate-level Language Tng		Skill Level 40 1. Information Operations 2. Collection Management 3. Database Management 4. CI Operations 5. Advanced-level Language Tng	Skill Level 50 1. International Studies 2. Foreign Relations	
Block E: A SI Producing Course (See note 5)	Strategic Debriefing and Interrogation (N7)					

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<p><b>Block F:</b></p> <p><b>Recommended Language-Related Courses/Activities</b> (See note6)</p>	<ol style="list-style-type: none"> <li>1. Foreign Language Training Center Europe (about 6 weeks) [AD,GM,RU,SC,CX]</li> <li>2. Summer Language Training (University contracted program) [Available for most languages]</li> <li>3. DLI-coordinated VTT, MTTs (course lengths vary) [Available for most languages]</li> <li>4. Ft. Gordon (513th MI) Language Training Program (6-week program) [AD]</li> <li>5. Brigham Young University (2 weeks) [Available for many languages]</li> <li>6. DLI-based refresher training (6-16 weeks) [AD,CM,KP,QB,RU,PF;other languages possible]</li> <li>7. DLI-based intermediate and advanced courses</li> <li>8. San Antonio (314th MI) (Intensive training) [QB]</li> <li>9. Yonsei University (4-week program) [KP]</li> <li>10. USAIC&amp;FH LMEP [KP]</li> <li>11. In-country Immersion (4-6 weeks) (available through CLPM) [CM,RU,QB;other languages vary]</li> <li>12. University of Arizona (Sierra Vista satellite campus) (3-6 week course) [AD, KP, RU, QB]</li> <li>13. Project Mercury (intermediate on-line training program via UofA) [RU]</li> <li>14. U of A with INSCOM Internet refresher training (requires CDs) [Serbian and Croatian]</li> </ol>
<p><b>Block G:</b></p> <p><b>Recommended CMF-Related Certification or Degree Programs</b> (See note 7)</p>	<p>AA/AS in Foreign/International studies by the 12th year of service</p> <p>BA/BS in Foreign/International Studies Political Science by 16th year of service</p> <p>Joint Military Intelligence College: Undergraduate/Post Graduate Intelligence (UGIP/PGIP) and BSI/MSSI Programs</p> <p>Monterey Institute Master of Arts for Teaching Foreign Language (MATFL)</p>
<p><b>Block H:</b></p> <p><b>Notes</b></p>	<ol style="list-style-type: none"> <li>1. All Skill level 10/20 soldiers, irrespective of echelon, should place primary emphasis on acquiring experience in collection techniques, analysis/collation, area/cultural training, and speaking skills.</li> <li>2. Recommend Linguists progress by the DLPT scale given. Concentration should be on speaking and reading. However, listening skills enhance these abilities and improve capability to match challenges of special taskings and positions. Grammar and syntax unique to specific language groups can significantly influence the pace at which a soldier is able to achieve the recommended scores.</li> <li>3. Courses in these areas can be found in the Army Correspondence Course program (ACCP), BSEP, and in local colleges/universities.</li> <li>4. These courses are available through ACCP, and JMJC/JMITC catalogs.</li> <li>5. Some duty positions require Additional Skill Identifiers (ASI). These ASI prerequisites can be found in DA PAM 611-21 and its updates (Notifications of Change--NOFCs).</li> <li>6 Non-traditional language training available through the Command Language Program Management system and locally developed programs. Local CLPM should stay abreast of current information via MACOM. Most training is available to USAR and NGB soldiers. Encourage unit training NCO to contact supporting ARISC.</li> <li>7. The CMF-related certification and degree programs are provided as recommendations only. Check with AARTS program for Military School Conversion to college credits.</li> </ol>

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## Block J:

## Recommended Reference and Reading List

### Military Publications:

AR 350-30 *Code of Conduct/Survival/Evasion Resistance and Escape Training*  
AR 380-5 *Department of the Army Information Security Program*  
FM 21-26 *Map Reading and Land Navigation*  
FM 21-31 *Topographic Symbols*  
FM 22-100 *Military Leadership*  
FM 25-101 *Battle Focused Training*  
FM 34-52 *Intelligence Interrogation*  
FM 34-3 *Intelligence Analysis*  
FM 34-54 *Battlefield Technical Intelligence*  
FM 34-60 *Counterintelligence*  
FM 100-6 *Information Operations*  
AR 611-6 *Army Linguist Management*  
DA Pam 611-21 *MOCS (see annual NOFC)*  
AR 600-200 *Enlisted Personnel Management System*  
Joint Intelligence Publications: 1 through 2-2

### Web Sites:

-*The Economist* [www.economist.com](http://www.economist.com)  
-LINGNET [www.lingnet.org](http://www.lingnet.org) [DLI-based website for linguists]  
-Radio Free Europe/Radio Liberty [www.rferl.org](http://www.rferl.org) [Comprehensive website regional news articles in English and non-English text and audio.]  
-Voice of America [www.voa.gov/voahome/stremlst.html](http://www.voa.gov/voahome/stremlst.html) [Access to wide range of languages and information.]  
-Deutsche Welle [www.deutschewelle.com](http://www.deutschewelle.com) [German website with articles in English and range of non-English language text and audio]  
-State Department [www.state.gov/www/regions.html](http://www.state.gov/www/regions.html)  
-PERSCOM Homepage [www-PERSCOM.army.mil](http://www-PERSCOM.army.mil)  
-Office of the Chief, MI (OCMI) [huachuca-usaic.army.mil/OCMI/index.html](http://huachuca-usaic.army.mil/OCMI/index.html) [MI Proponent Homepage]  
-*Soldiers* [www.dti.mil/soldiers](http://www.dti.mil/soldiers)

### General Reading List:

*Military Intelligence Professional Bulletin*, USAIC&FH, Qtrly.  
*Soldiers* (hard copy) [The Official U.S. Army Magazine, monthly publication by the Army Chief of Public Affairs]  
*Foreign Affairs* (Bi-monthly publication by the Council on Foreign Relations, Inc.) [Recognized and respected research source]  
U.S. Foreign Intelligence: The Secret Side of American History. Charles D. Ameringer, 1990.  
Slow Burn: The Rise and Bitter Fall of American Intelligence in Vietnam Orrin DeForest & David Chanoff, 1990.  
"Where Is the Enemy?" (Prisoner Interrogation and Map tracking Robert M. Herrick,) Army (Jun 1971).  
Comparing Foreign Intelligence: The U.S., The U.S.S.R., The U. K., and the Third World ed. Roy Godson, 1988.  
Honorable Treachery: A history of U.S. Intelligence, Espionage and Covert Action from the American Revolution to the CIA, G.J. A. O'Toole, 1991.  
Language Competence: Implications for National Security (Washington Papers, Vol Xiv, 119) Kurt E. Muller, 1986.  
Transcription and Translation: A practical Approach, B.D. Hames, 1983.  
From the Shadows, Robert M. Gates (1996, Simon&Schuster)  
Medal of Honor, A Vietnam Warrior's Story, MSG R. Benevidez (ret) (1996, Brassey's)  
The Art of War, Sun Tzu (various pubs)